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For Immediate Release...

Corrections News

May 1, 2008

Dowd Chosen as Department May Employee of the Month

Colleen Dowd has been selected as the Missouri Department of Corrections Employee of the Month for May 2008. Dowd is employed as a Planner III at Central Office in Jefferson City. Dowd is being recognized for her work regarding PERforM (Productivity, Excellence and Results for Missouri), the Missouri State Employee online performance appraisal system. In her position as Planner III, Dowd asked to be allowed to explore various methods that could be used to rate a subordinate with the new PERforM evaluation system that would take the guesswork out of the component scoring process and eliminate as much of the subjectivity from a performance appraisal scoring system as possible.

“You presented your proposal recommending a weighted method, allowing the rater to rank the objectives in order of importance and then assign a weight for the objectives based on the objectives ranking,” Corrections Department Director Larry Crawford wrote in a letter to Dowd. “Your recommendation was presented to the Executive Staff for consideration along with an Excel based tool to perform the calculations. After presenting different options for determining the weight that should be applied to each objective, along with the pros and cons for each, the Executive Staff decided to implement your recommendation allowing the divisions the latitude to determine which option they wanted to use in determining the weight to be applied to each objective. You looked at the PERforM system and saw an area for improvement.”

Crawford said Dowd’s recommendation will be instrumental in improving the component scoring process and eliminating as much of the subjectivity from the performance appraisal scoring system as possible.

Dowd has been employed with the Department of Corrections for ten years and lives in Jefferson City.

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